Note: This document has been translated from a part of the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Securities Code: 2453
December 8, 2021

To Shareholders:

Nobuhiro Sakakibara,
Representative Director
Japan Best Rescue System Co., Ltd.
10-20, Nishiki 1-chome, Naka-ku, Nagoya-shi

Notice of the 25th Ordinary General Meeting of Shareholders

We are pleased to announce the 25th Ordinary General Meeting of Shareholders (the "Meeting") of Japan Best Rescue System Co., Ltd. (the "Company"), which will be held as indicated below.

To prevent the spread of the novel coronavirus disease (COVID-19), you are asked to refrain from attending the Meeting in person if possible and, instead, to exercise your voting rights beforehand in writing (by mail) or via the Internet, etc.

To exercise your voting rights in writing (by mail) or via the Internet, etc., please review the attached Reference Documents for the General Meeting of Shareholders and exercise your voting right no later than 6:30 p.m. (JST) on Thursday, December 23, 2021.

[By mail]

Please indicate your approval or disapproval of the proposals on the enclosed voting form, and return it to us by the voting deadline above.

[Via the Internet]

Please refer to the "Guide for exercise of voting rights" (Japanese only) and exercise your voting right by the voting deadline above.

1. Date and Time: 10:00 a.m., Friday, December 24, 2021 (Reception desk will open at 9:00 a.m.)

2. Venue: Rose Room, 5F, ANA Crowne Plaza Hotel Grand Court Nagoya
1-1, Kanayama-cho 1-chome, Naka-ku, Nagoya-shi
***This year, no gifts will be offered to shareholders attending the Meeting. Your understanding is greatly appreciated.**

3. Objectives of the Meeting

Reports

1. The Business Report and the Consolidated Financial Statements for the 25th fiscal year (from October 1, 2020 to September 30, 2021), and the report of audit of the Consolidated Financial Statements by the Accounting Auditor and the Audit & Supervisory Board
2. The Non-consolidated Financial Statements for the 25th fiscal year (from October 1, 2020 to September 30, 2021)

Resolutions

Proposal No. 1: Appropriation of Surplus

Proposal No. 2: Partial Amendments to the Articles of Incorporation

Proposal No. 3: Election of Five (5) Directors (Excluding Directors Who Are Audit & Supervisory Committee Members)

Proposal No. 4: Election of Three (3) Directors Who Are Audit & Supervisory Committee Members

Proposal No. 5: Determination of Remuneration Amount for Directors (Excluding Directors Who Are Audit & Supervisory Committee Members)

Proposal No. 6: Determination of Remuneration Amount for Directors Who Are Audit & Supervisory Committee Members

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When you attend the Meeting in person, you are kindly requested to present the enclosed voting form at the reception desk.

Of the documents to be provided, information concerning the following items is not included in the documents provided with this Notice, but is posted on the Company's website (URL: https://www.jbr.co.jp/ir_info/; Japanese only) pursuant to laws and regulations and Article 16 of the Company's Articles of Incorporation.

-Business Report "Company Structure and Policies"

-Consolidated Financial Statements "Consolidated Statement of Changes in Shareholders' Equity and Notes to the Consolidated Financial Statements"

-Non-consolidated Financial Statements "Non-consolidated Statement of Changes in Shareholders' Equity and Notes to the Non-consolidated Financial Statements"

The documents attached to this Notice are a part of the Consolidated Financial Statements and the Non-consolidated Financial Statements audited by the Accounting Auditor in preparing its audit reports, as well as a part of the Business Report, Consolidated Financial Statements or the Non-consolidated Financial Statements audited by the Audit & Supervisory Board Members in preparing their audit reports.

If any revisions are made to the Business Report, Consolidated Financial Statements, Non-consolidated Financial Statements, and the Reference Documents for the General Meeting of Shareholders included in this Notice, revised contents will be presented on the Company's website (URL: https://www.jbr.co.jp/; Japanese only).

<The Company's Measures to Prevent the Spread of COVID-19>

-Hand sanitizer will be provided near the entrance of the venue for use by shareholders.

-You will be asked to have your temperature taken with a non-contact thermometer, and if it appears you have a fever or are feeling unwell, you may be asked to refrain from entering the venue.

-To prevent the spread of infection, the room has a limited number of seats to allow for more space between seats. As a result, it is possible that not everyone who comes to the Meeting will be able to enter the venue.

-The Company's executives who will take the podium and organizing staff members will wear masks.

-The Company is investigating ways to progress the proceedings of the Meeting more smoothly than in previous years.

-This year, no gifts will be offered to shareholders attending the Meeting.

<Requests to Shareholders>

-Regarding the exercise of voting rights at the Meeting, from the perspective of preventing the spread of infection, **you are asked to refrain from attending the Meeting in person if possible and, instead, consider exercising your voting rights in writing (by mail) or via the Internet, etc.**

-For seniors, people with preexisting medical conditions, pregnant women or people accompanying infants, please consider abstaining from attending the Meeting.

-Shareholders attending the Meeting in person are kindly requested to wear a mask before entering the venue.

-We may revise the measures outlined above depending on the situation regarding the spread of the infection and announcements by the government or other institutions ahead of the Meeting. We would therefore ask that you check for information regarding this on the Company's website (https://www.jbr.co.jp/).

Reference Documents for the General Meeting of Shareholders

Proposals and References

Proposal No. 1: Appropriation of Surplus

The Company proposes the appropriation of surplus as follows:

Matters concerning term-end dividends

We recognize returning profits to our shareholders is one of our important management tasks. To further enhance returns to our shareholders, our basic policy is to pay a stable ordinary dividend of ¥17 per share (¥8 per share at the end of the first half and ¥9 per share at the end of the fiscal year) and when the dividend calculated based on a payout ratio of 30% exceeds ¥17, we consider whether or not to pay the difference as a special, performance-linked dividend at the end of the fiscal year.

Accordingly, the Company proposes to pay term-end dividends for the 25th fiscal year of ¥9 per share.

1) Type of dividend property

   To be paid in cash.

2) Matter concerning allotment of dividend property to shareholders and its total amount

   The Company proposes to pay a dividend of ¥9 per share of common stock of the Company.

   In this event, the total amount of dividends will be ¥305,434,602.

3) Effective date of dividends from surplus

   The effective date of dividends shall be December 27, 2021.

Proposal No. 2: Partial Amendments to the Articles of Incorporation

1. Reasons for proposal

(1) Thus far the Company has been seeking to strengthen the supervisory function of its Board of Directors by electing multiple Independent Outside Directors. Now, the Company proposes transition from a company with Audit & Supervisory Board structure to a company with audit & supervisory committee structure with the aim of further strengthening the supervisory function of its Board of Directors and further enhancing its corporate governance structure. Accordingly, the Company proposes to newly establish provisions for the Directors who are Audit & Supervisory Committee Members and Audit & Supervisory Committee, delete provisions for the Audit & Supervisory Board Members and Audit & Supervisory Board, and make other amendments. In addition, the Company also proposes to newly establish provisions that will make it possible to delegate decisions on the execution of important business to Directors with the aim of realizing prompt decision-making and flexible business execution.

(2) With the aim of enabling agile execution of its capital and dividend policies, the Company proposes to newly establish Article 39 of the proposed amendments thereby making it possible to make payment of dividends of surplus, etc. by resolution of the Board of Directors pursuant to the provisions of Article 459, paragraph (1) of the Companies Act. In conjunction with this, the Company also proposes to delete Article 10 of the current Articles of Incorporation given its redundant content with a portion of Article 39 of the proposed amendments.

(3) Other necessary changes in line with the above-mentioned amendments, such as adjustment of the article numbers, shall be made.

2. Details of proposed amendments

The details of the proposed amendments are as follows.

The amendments to the Articles of Incorporation in this proposal shall take effect at the conclusion of this Meeting.

(Underlined portions indicate the proposed amendments.)

Current Articles of Incorporation	Proposed Amendments
Chapter I General Provisions	Chapter I General Provisions
Article 1.–Article 3. (Omitted)	Article 1.–Article 3. (Unchanged)
(Organs)	(Organs)
Article 4. The Company shall have, in addition to the general meeting of shareholders and Directors, the following organs:	Article 4. The Company shall have, in addition to the general meeting of shareholders and Directors, the following organs:
(1) Board of Directors	(1) Board of Directors
(2) Audit & Supervisory Board Members	(2) Audit & Supervisory Committee
(3) Audit & Supervisory Board	(Deleted)
(4) Accounting Auditor	(3) Accounting Auditor
Article 5.–Article 9. (Omitted)	Article 5.–Article 9. (Unchanged)
(Acquisition of Own Shares)	(Deleted)
Article 10. Pursuant to the provisions of Article 165, paragraph (2) of the Companies Act, the Company may acquire its own shares by resolution of the Board of Directors.	
Article 11.–Article 19. (Omitted)	Article 10.–Article 18.(Unchanged)

Current Articles of Incorporation	Proposed Amendments
(Number of Directors) Article 20. The Company shall have not more than eight Directors.	(Number of Directors) Article 19. 1. The Company shall have not more than eight Directors (excluding Directors who are Audit & Supervisory Committee Members).
(New provision)	2. The Company shall have not more than five Directors who are Audit & Supervisory Committee Members.
(Method of Election) Article 21. 1. Directors shall be elected at a general meeting of shareholders.	(Method of Election) Article 20. 1. Directors shall be elected at a general meeting of shareholders, while making a distinction between Audit & Supervisory Committee Members and other Directors.
2. (Omitted)	2. (Unchanged)
3. (Omitted)	3. (Unchanged)
(Term of Office) Article 22. 1. The term of office of a Director shall expire at the conclusion of the ordinary general meeting of shareholders for the last business year out of the business years terminating within one year after the election of the Director.	(Term of Office) Article 21. 1. The term of office of a Director (excluding Director who is an Audit & Supervisory Committee Member) shall expire at the conclusion of the ordinary general meeting of shareholders for the last business year out of the business years terminating within one year after the election of the Director.
(New provision)	2. The term of office of a Director who is an Audit & Supervisory Committee Member shall expire at the conclusion of the ordinary general meeting of shareholders for the last business year out of the business years terminating within two years after the election of the Director.
2. The term of office of a Director elected as the additional member or substitute shall be until the completion of the term of office of incumbent Directors.	3. The term of office of a Director who is an Audit & Supervisory Committee Member elected as substitute for a Director who is an Audit & Supervisory Committee Member leaving his/her position before the completion of his/her term of office shall be until the completion of the term of office of that leaving Director who is an Audit & Supervisory Committee Member.
(New provision)	4. The effective term of a substitute Director who is an Audit & Supervisory Committee Member elected pursuant to Article 329, paragraph (3) of the Companies Act shall expire at the commencement of the ordinary general meeting of shareholders for the last business year out of the business years terminating within two years after the election of the Director.
(Representative Directors and Directors With Special Titles) Article 23. 1. The Board of Directors shall appoint, by its resolution, Representative Director(s).	(Representative Directors and Directors With Special Titles) Article 22. 1. The Board of Directors shall appoint, by its resolution, Representative Director(s) from Directors (excluding Directors who are Audit & Supervisory Committee Members).
2. The Board of Directors may appoint, by its resolution, one Director-President, one Director-Chairman, and a small number of Senior Executive Directors and Executive Directors.	2. The Board of Directors may appoint, by its resolution, one Director-President, one Director-Chairman, and a small number of Senior Executive Directors and Executive Directors from Directors (excluding Directors who are Audit & Supervisory Committee Members).
Article 24. (Omitted)	Article 23. (Unchanged)

Current Articles of Incorporation	Proposed Amendments
(Notice of Meeting of the Board of Directors) Article 25. 1. When convening a meeting of the Board of Directors, a notice shall be dispatched to each Director and each Audit & Supervisory Board Member at least three days before the day of the meeting; provided, however, that this period may be reduced in case of urgent needs. 2. With the consent of all Directors and Audit & Supervisory Board Members, a meeting of the Board of Directors may be held without following the convening procedures.	(Notice of Meeting of the Board of Directors) Article 24. 1. When convening a meeting of the Board of Directors, a notice shall be dispatched to each Director at least three days before the day of the meeting; provided, however, that this period may be reduced in case of urgent needs. 2. With the consent of all Directors, a meeting of the Board of Directors may be held without following the convening procedures.
Article 26. (Omitted)	Article 25. (Unchanged)
(New provision)	(Delegation of Decisions on the Execution of Important Business) Article 26. The Board of Directors, pursuant to the provisions of Article 399-13, paragraph (6) of the Companies Act, may delegate all or part of decisions on the execution of important business (excluding matters listed in items of the same Article, paragraph (5)) to Directors by its resolution.
(Minutes of Board of Directors Meetings) Article 27. A summary of the proceedings of a meeting of the Board of Directors and the outcome thereof as well as other matters provided for by laws and regulations shall be stated or recorded in the minutes of the meeting, which shall bear the names and seals or the electronic signatures of the Directors and Audit & Supervisory Board Members present at the meeting.	(Minutes of Board of Directors Meetings) Article 27. A summary of the proceedings of a meeting of the Board of Directors and the outcome thereof as well as other matters provided for by laws and regulations shall be stated or recorded in the minutes of the meeting, which shall bear the names and seals or the electronic signatures of the Directors present at the meeting.
Article 28. (Omitted)	Article 28. (Unchanged)
(Remuneration, Etc.) Article 29. Remuneration, bonuses and other economic benefits given by the Company in consideration for the execution of duties (hereinafter referred to as the "Remuneration, Etc.") to Directors shall be determined by a resolution of a general meeting of shareholders.	(Remuneration, Etc.) Article 29. Remuneration, bonuses and other economic benefits given by the Company in consideration for the execution of duties to Directors shall be determined by a resolution of a general meeting of shareholders while making a distinction between Audit & Supervisory Committee Members and other Directors.
Article 30. (Omitted)	Article 30. (Unchanged)
Chapter V Audit & Supervisory Board Members and Audit & Supervisory Board	(Deleted)
(Number of Audit & Supervisory Board Members) Article 31. The Company shall have not more than five Audit & Supervisory Board Members.	(Deleted)
(Method of Election) Article 32. 1. Audit & Supervisory Board Members shall be elected at a general meeting of shareholders. 2. Resolutions on the election of an Audit & Supervisory Board Member shall be made by a majority of the votes of the shareholders present at the meeting where the shareholders holding at least one-third of the voting rights of the shareholders entitled to exercise their votes at such meetings are present.	(Deleted)

Current Articles of Incorporation	Proposed Amendments
(Term of Office) Article 33. 1. The term of office of an Audit & Supervisory Board Member shall expire at the conclusion of the ordinary general meeting of shareholders for the last business year out of the business years terminating within four years after the election of the Audit & Supervisory Board Member. 2. The term of office of an Audit & Supervisory Board Member elected as substitute for an Audit & Supervisory Board Member leaving his/her position before the completion of his/her term of office shall be until the completion of the term of office of that leaving Audit & Supervisory Board Member.	(Deleted)
(Full-Time Audit & Supervisory Board Members) Article 34. The Audit & Supervisory Board shall appoint full-time Audit & Supervisory Board Member(s) by its resolution.	(Deleted)
(Notice of Meeting of the Audit & Supervisory Board) Article 35. 1. When convening a meeting of the Audit & Supervisory Board, a notice shall be dispatched to each Audit & Supervisory Board Member at least three days before the day of the meeting; provided, however, that this period may be reduced in case of urgent needs. 2. With the consent of all Audit & Supervisory Board Members, a meeting of the Audit & Supervisory Board may be held without following the convening procedures.	(Deleted)
(Method of Resolutions of the Audit & Supervisory Board) Article 36. Unless otherwise provided for by laws and regulations, resolutions of the Audit & Supervisory Board shall be made by a majority of the votes of Audit & Supervisory Board Members.	(Deleted)
(Minutes of Audit & Supervisory Board Meetings) Article 37. A summary of the proceedings of a meeting of the Audit & Supervisory Board and the outcome thereof as well as other matters provided for by laws and regulations shall be stated or recorded in the minutes of the meeting, which shall bear the names and seals or the electronic signatures of the Audit & Supervisory Board Members present at the meeting.	(Deleted)
(Regulations of the Audit & Supervisory Board) Article 38. Matters concerning the Audit & Supervisory Board shall be governed by the Regulations of the Audit & Supervisory Board established by the Audit & Supervisory Board, in addition to applicable laws and regulations and these Articles of Incorporation.	(Deleted)
(Remuneration, Etc.) Article 39. Remuneration, bonuses and other economic benefits given by the Company in consideration for the execution of duties to Audit & Supervisory Board Members shall be determined by a resolution of a general meeting of shareholders.	(Deleted)

Current Articles of Incorporation	Proposed Amendments
(Exemption of Audit & Supervisory Board Members From Liability) Article 40. 1. Pursuant to the provisions of Article 426, paragraph (1) of the Companies Act, the Company may, by resolution of the Board of Directors, exempt an Audit & Supervisory Board Member (including a person who was formerly an Audit & Supervisory Board Member) from his/her liability for damages arising from neglecting his/her duties to the extent permitted by laws and regulations. 2. Pursuant to the provisions of Article 427, paragraph (1) of the Companies Act, the Company may enter into a contract with an Audit & Supervisory Board Member limiting his/her liability for damages arising from neglecting his/her duties; provided, however, that the maximum amount of liability under such contract shall be the minimum liability amount provided for under laws and regulations.	(Deleted)
(New provision)	Chapter V Audit & Supervisory Committee
(New provision)	(Full-Time Audit & Supervisory Committee Members) Article 31. The Audit & Supervisory Committee may appoint full-time Audit & Supervisory Committee Member(s) by its resolution.
(New provision)	(Notice of Meeting of the Audit & Supervisory Committee) Article 32. 1. When convening a meeting of the Audit & Supervisory Committee, a notice shall be dispatched to each Audit & Supervisory Committee Member at least three days before the day of the meeting; provided, however, that this period may be reduced in case of urgent needs. 2. With the consent of all Audit & Supervisory Committee Members, a meeting of the Audit & Supervisory Committee may be held without following the convening procedures.
(New provision)	(Method of Resolutions of the Audit & Supervisory Committee) Article 33. Resolutions of the Audit & Supervisory Committee shall be made by a majority of the votes of Audit & Supervisory Committee Members present at the meeting where a majority of the Audit & Supervisory Committee Members entitled to participate in the vote are present.
(New provision)	(Minutes of Meetings of the Audit & Supervisory Committee) Article 34. A summary of the proceedings of a meeting of the Audit & Supervisory Committee and the outcome thereof as well as other matters provided for by laws and regulations shall be stated or recorded in the minutes of the meeting, which shall bear the names and seals or the electronic signatures of the Audit & Supervisory Committee Members present at the meeting.

Current Articles of Incorporation	Proposed Amendments
(New provision)	(Regulations of the Audit & Supervisory Committee) Article 35. Matters concerning the Audit & Supervisory Committee shall be governed by the Regulations of the Audit & Supervisory Committee established by the Audit & Supervisory Committee, in addition to applicable laws and regulations and these Articles of Incorporation.
Chapter VI Accounting Auditor	Chapter VI Accounting Auditor
Article 41.–Article 43. (Omitted)	Article 36.–Article 38.(Unchanged)
(New provision)	(Organizational Body to Determine Dividends of Surplus, Etc.) Article 39. Unless otherwise provided for by laws and regulations, the Company may, by resolution of the Board of Directors, determine dividends of surplus and other matters set forth in the items of Article 459, paragraph (1) of the Companies Act.
(Record Date for Dividends of Surplus) Article 44. The record date for year-end dividends of the Company shall be September 30 of each year.	(Record Date for Dividends of Surplus) Article 40. 1. The record date for year-end dividends of the Company shall be September 30 of each year.
(New provision)	2. The record date for interim dividends of the Company shall be March 31 of each year.
(New provision)	3. In addition to the provisions of the preceding two paragraphs, the Company may pay dividends of surplus by setting a record date.
(Interim Dividends) Article 45. The Company may, by resolution of the Board of Directors, pay interim dividends with a record date of March 31 every year.	(Deleted)
Article 46. (Omitted)	Article 41. (Unchanged)
(New provision)	Supplementary Provisions (Transitional Measures Concerning Exemption of Audit & Supervisory Board Members From Liability) Pursuant to the provisions of Article 426, paragraph (1) of the Companies Act, the Company may, by resolution of the Board of Directors, exempt an Audit & Supervisory Board Member (including a person who was formerly an Audit & Supervisory Board Member) from his/her liability for damages to the extent permitted by laws and regulations, pursuant to the provisions of Article 423, paragraph (1) of the same Act, prior to the conclusion of the 25th Ordinary General Meeting of Shareholders to be held on December 24, 2021.

Proposal No. 3: Election of Five (5) Directors (Excluding Directors Who Are Audit & Supervisory Committee Members)

Subject to the approval and adoption of Proposal No. 2 "Partial Amendments to the Articles of Incorporation" as originally proposed, the Company will transition to a company with audit & supervisory committee structure. Accordingly, at the conclusion of this Meeting, the terms of office of all the current five Directors will expire.

In that regard, the Company proposes to elect five Directors (excluding, however, Directors who are Audit & Supervisory Committee Members; applicable to the rest of this proposal). This proposal shall take effect subject to condition that the amendments to the Articles of Incorporation of Proposal No. 2 "Partial Amendments to the Articles of Incorporation" come into effect.

The candidates for Director are as follows:

Candidate No.	Name	Current position	Candidate attributes		
1	Nobuhiro Sakakibara	Representative Director	Reelection		
2	Mitsuhiro Wakatsuki	Director	Reelection		
3	Norio Shiraishi	Director	Reelection	Outside	Independent
4	Housei Iwamura	Director	Reelection	Outside	Independent
5	Akio Hamaji	Director	Reelection	Outside	Independent

Reelection: Candidate for Director to be reelected

Outside: Candidate for Outside Director

Independent: Independent officer as defined by the securities exchanges, etc.

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
1	Nobuhiro Sakakibara (March 22, 1967)	Apr. 1989 Joined ACROSS Co., Ltd. Jan. 1994 Established NOA, Ltd., Director Feb. 1997 Established Japan Motorcycle Road Service Co., Ltd. (currently the Company), Representative Director (current position) Apr. 2004 Director, SECOM WIN CO., LTD. Nov. 2008 Director, Japan Small Amount & Short Term Insurance Co., Ltd. (current position) May 2017 Director, JBR ANSHIN WARRANTY Co., Ltd. (currently Japan Warranty Support Co., Ltd) (Significant concurrent positions outside the Company) Director, Japan Small Amount & Short Term Insurance Co., Ltd.	10,662,900
	(Reasons for nomination) Nobuhiro Sakakibara has taken command of management for many years as president of the Company and demonstrated strong leadership while aiming to enhance corporate value. Because of this, coupled with his considerable experiences as a corporate business manager and excellent character and insights, the Company has nominated him for another term as a candidate for Director.		

<table>
<tr><th>Candidate No.</th><th>Name
(Date of birth)</th><th>Career summary, position and responsibility in the Company
(Significant concurrent positions outside the Company)</th><th>Number of the Company's shares owned</th></tr>
<tr><td rowspan="2">2</td><td>Mitsuhiro Wakatsuki
(April 4, 1965)</td><td>Apr. 1989 Joined The Shizuoka Bank, Ltd.
Oct. 1996 Joined Tohmatsu & Co. (currently Deloitte Touche Tohmatsu LLC)
Feb. 2001 Director, Tohmatsu Consulting Co., Ltd. (currently Deloitte Tohmatsu Consulting LLC)
Mar. 2004 President and Representative Director, Project A Co., Ltd.
Feb. 2007 Managing Director, Advanced Communications Co., Ltd.
Oct. 2010 Director, General Manager of Administration Division, SWEETSTYLE Co., Ltd.
Mar. 2012 President and Representative Director, SWEETSTYLE Co., Ltd.
Jan. 2017 Executive Officer and Chief of Corporate Platform Company, the Company
June 2017 Director, Japan Small Amount & Short Term Insurance Co., Ltd. (current position)
Dec. 2017 Director, Executive Officer and Chief of Corporate Platform Company, the Company (current position)
Dec. 2018 Director, JBR ANSHIN WARRANTY Co., Ltd. (currently Japan Warranty Support Co., Ltd) (current position)
Sept. 2021 Director, ACTCALL INC. (current position)

(Significant concurrent positions outside the Company)
Director, Japan Small Amount & Short Term Insurance Co., Ltd.
Director, JBR ANSHIN WARRANTY Co., Ltd. (currently Japan Warranty Support Co., Ltd)
Director, ACTCALL INC.</td><td>7,700</td></tr>
<tr><td colspan="3">(Reasons for nomination)
Because Mitsuhiro Wakatsuki has served multiple companies as director, is well-versed in corporate management, and has considerable experiences and knowledge gained through involvement in management consultant operations, the Company has nominated him as a candidate for Director.</td></tr>
</table>

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
3	Norio Shiraishi (January 23, 1967)	Aug. 1990 Joined Pasona Japan Inc. (currently Randstad K.K.) Mar. 1996 Established Business Coop Inc. (currently Benefit One Inc.), Director June 2000 President & COO, Benefit One Inc. Jan. 2012 Outside Director, J.S.B. Co., Ltd. (current position) Mar. 2012 Director, Benefit one Solutions Inc. May 2012 Director, Benefit One Shanghai Inc. (current position) Nov. 2012 Director, Chair of the Board, BENEFIT ONE USA, INC. (current position) Aug. 2013 Director, Pasona Group Inc. Oct. 2013 Director, BENEFIT ONE ASIA PTE. LTD. (currently BENEFIT ONE INTERNATIONAL PTE. LTD.) (current position) Jan. 2014 Director, BENEFIT ONE (THAILAND) COMPANY LIMITED (current position) Dec. 2016 Director, REWARDZ PRIVATE LIMITED (current position) Outside Director, the Company (current position) June 2017 Director, PT. BENEFIT ONE INDONESIA (current position) Apr. 2021 President & COO, responsible for Audit Division, Benefit One Inc. (current position) (Significant concurrent positions outside the Company) President & COO, responsible for Audit Division, Benefit One Inc. Outside Director, J.S.B. Co., Ltd. Director, Benefit One Shanghai Inc. Director, Chair of the Board, BENEFIT ONE USA, INC. Director, BENEFIT ONE INTERNATIONAL PTE. LTD. Director, BENEFIT ONE (THAILAND) COMPANY LIMITED Director, PT. BENEFIT ONE INDONESIA Director, REWARDZ PRIVATE LIMITED	100,000
	(Reasons for nomination and outline of expected roles) Because Norio Shiraishi has served multiple companies as director, has considerable experiences and extensive insights gained from his duties as a business manager over a long time, and is well-versed in corporate management, the Company has nominated him for another term as a candidate for Outside Director. If he is elected, the Company expects that he will continue to utilize his considerable experiences as a business manager over a long time to provide valuable advice for achieving sustainable growth and increasing the corporate value of the Company, and supervise the Company's management.		

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
4	Housei Iwamura (September 2, 1968)	Oct. 1993 Joined Ito Accounting Office Apr. 1997 Registered as Certified Public Accountant July 2000 Established Iwamura Certified Public Accountant Office, Director (current position) Apr. 2004 Outside Audit & Supervisory Board Member, the Company Nov. 2004 Outside Audit & Supervisory Board Member, Cab Co., Ltd. (current position) Aug. 2006 Established Audit Firm Ambitious, Representative Mar. 2008 Outside Audit & Supervisory Board Member, BRONCO BILLY Co., Ltd. (current position) Oct. 2008 Outside Audit & Supervisory Board Member, Brass Corporation (current position) Oct. 2015 Outside Audit & Supervisory Board Member, Cab Holdings Co., Ltd. (current position) Dec. 2016 Outside Director, the Company (current position) Feb. 2017 Outside Audit & Supervisory Board Member, J Supply Co., Ltd. (current position) Outside Audit & Supervisory Board Member, URS Co., Ltd. (current position) July 2019 Representative, Cosmos & Co. (current position) (Significant concurrent positions outside the Company) Director, Iwamura Certified Public Accountant Office Representative, Cosmos & Co. Outside Audit & Supervisory Board Member, BRONCO BILLY Co., Ltd. Outside Audit & Supervisory Board Member, Cab Holdings Co., Ltd. Outside Audit & Supervisory Board Member, Cab Co., Ltd. Outside Audit & Supervisory Board Member, J Supply Co., Ltd. Outside Audit & Supervisory Board Member, URS Co., Ltd. Outside Audit & Supervisory Board Member, Brass Corporation	–
	(Reasons for nomination and outline of expected roles) Because Housei Iwamura has served multiple companies concurrently as outside audit & supervisory board member in his capacity as certified public accountant, and gained considerable experiences and track record as well as extensive knowledge and insights, the Company has nominated him for another term as a candidate for Outside Director. Although he does not have experience of being directly involved in corporate management except as an outside officer, the Company judges that he will be able to perform his duties appropriately as Outside Director for aforementioned reasons. If he is elected, the Company expects that he will continue to utilize his considerable experiences as an expert in finance and accounting, gained through many years of practical experience as a certified public accountant, to provide valuable advice for achieving sustainable growth and increasing the corporate value of the Company, and supervise the Company's management.		

Candidate No.	Name (Date of birth)	Career summary, position and responsibility in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
5	Akio Hamaji (July 13, 1954)	Apr. 1979 Joined Mitsubishi Mining & Cement Co., Ltd. (currently Mitsubishi Materials Corporation) June 2009 Operating Officer and General Manager of Corporate Planning Div., Mitsubishi Materials Corporation June 2010 Managing Executive Officer and General Manager of Corporate Planning Div., Mitsubishi Materials Corporation Apr. 2011 Managing Executive Officer and General Manager of Corporate Strategy Div., Mitsubishi Materials Corporation June 2012 Managing Director, Mitsubishi Materials Corporation Apr. 2015 Executive Vice President, Mitsubishi Materials Corporation Apr. 2016 President, Mitsubishi Aluminum Co., Ltd. Dec. 2019 Outside Director, the Company (current position) June 2020 External Director, Sumitomo Heavy Industries, Ltd. (current position) (Significant concurrent positions outside the Company) External Director, Sumitomo Heavy Industries, Ltd.	–
	(Reasons for nomination and outline of expected roles) Because Akio Hamaji has considerable experiences and extensive insights gained from his duties as a business manager over a long time, and is well-versed in corporate management, the Company has nominated him for another term as a candidate for Outside Director. If he is elected, the Company expects that he will continue to utilize his considerable experiences as a business manager over a long time to provide valuable advice for achieving sustainable growth and increasing the corporate value of the Company, and supervise the Company's management.		

Notes:
1. All candidates do not have any special interest with the Company.
2. The number of the Company's shares owned by each candidate does not include the number of shares owned through the officer stock ownership association of the Company.
3. Norio Shiraishi, Housei Iwamura and Akio Hamaji are candidates for Outside Director.
4. Norio Shiraishi, Housei Iwamura and Akio Hamaji are currently Outside Directors of the Company. As of the conclusion of the Meeting, the terms of office as Outside Directors of Norio Shiraishi and Housei Iwamura will have been five years, and the term of office as Outside Director of Akio Hamaji will have been two years.
5. Norio Shiraishi, Housei Iwamura and Akio Hamaji satisfy the requirements for an independent officer as provided for by Tokyo Stock Exchange, Inc. and Nagoya Stock Exchange, Inc. on which the Company is listed, and the Company has submitted notification to the aforementioned exchanges concerning their appointment as independent officers. If the reelection of these candidates is approved, the Company plans for their designation as independent officers to continue. Within the past five years, there have been no incidences of irregularities in business execution at other companies at which any candidates were at that time serving, nor have there been any actions taken by such candidate to prevent recurrence of such issues or to resolve such issues.
6. The Company has entered into contracts with Norio Shiraishi, Housei Iwamura and Akio Hamaji to limit their liability for damages under Article 423, paragraph (1) of the Companies Act pursuant to the provisions of Article 427, paragraph (1) of the same Act. The maximum amount of liability for damages under these contracts is the minimum liability amount provided for under laws and regulations. If the election of the candidates is approved, the Company intends to enter into the same contracts with them.
7. The Company has entered into a directors and officers liability insurance policy as provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company. The insureds under the policy include the Company's Directors and Audit & Supervisory Board Members, and the insurance premiums are not borne by the insureds.

   Under the terms of this insurance policy, the insurance company covers damages that may arise from the insured's assumption of liability incurred in the course of the performance of their duties, or receipt of claims pertaining to the pursuit of such liability. In addition, the policy is renewed annually.

Furthermore, this insurance policy contains a coverage exclusion in cases where the Company itself pursues a claim for damages from an insured and, by setting a limit for the amount covered, measures have been put into place to ensure that the proper performance of duties of insureds is not impaired.

Proposal No. 4: Election of Three (3) Directors Who Are Audit & Supervisory Committee Members

Subject to the approval and adoption of Proposal No. 2 “Partial Amendments to the Articles of Incorporation” as originally proposed, the Company will transition to a company with audit & supervisory committee structure.

In that regard, the Company proposes to elect three Directors who are Audit & Supervisory Committee Members.

The consent of the Audit & Supervisory Board has been obtained for this proposal.

This proposal shall take effect subject to condition that the amendments to the Articles of Incorporation of Proposal No. 2 “Partial Amendments to the Articles of Incorporation” come into effect.

The candidates for Director who is an Audit & Supervisory Committee Member are as follows:

Candidate No.	Name	Current position	Candidate attributes		
1	Masakatsu Sawada	Audit & Supervisory Board Member	New election		
2	Tetsuro Yoshioka	Audit & Supervisory Board Member	New election	Outside	Independent
3	Hiroyuki Oshida	Audit & Supervisory Board Member	New election	Outside	Independent

New election: Candidate for Director to be newly elected

Outside: Candidate for Outside Director

Independent: Independent officer as defined by the securities exchanges, etc.

Candidate No.	Name (Date of birth)	Career summary and position in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
1	Masakatsu Sawada (July 17, 1962)	Mar. 1984 Joined Hikari Manufacturing Co., Ltd. Aug. 1989 Joined Masu-Yoshimoto Co., Ltd. Jan. 1997 Joined Daimon Co., Ltd. (currently Kakuyasu Co., Ltd.) Mar. 2003 Joined Life-commune Co., Ltd. Mar. 2006 Joined Alpha Trend Holdings Co., Ltd. (currently Nihon Industrial Holdings Co., Ltd.) Mar. 2008 Joined e'grand Co., Ltd. Jan. 2010 Established Sawada Consulting Inc. July 2014 Joined the Company, General Manager of the Audit & Supervisory Board Office June 2015 Audit & Supervisory Board Member, Japan Small Amount & Short Term Insurance Co., Ltd. (current position) May 2016 Audit & Supervisory Board Member, JBR ANSHIN WARRANTY Co., Ltd. (currently Japan Warranty Support Co., Ltd) Dec. 2016 Audit & Supervisory Board Member, the Company (current position) July 2019 Audit & Supervisory Board Member, Rescue Insurance Co., Ltd. (current position) (Significant concurrent positions outside the Company) Audit & Supervisory Board Member, Rescue Insurance Co., Ltd. Audit & Supervisory Board Member, Japan Small Amount & Short Term Insurance Co., Ltd.	3,400
	(Reasons for nomination) Masakatsu Sawada has been nominated as a candidate for Director who is an Audit & Supervisory Committee Member because he has served at multiple subsidiaries concurrently as outside audit & supervisory board member and gained considerable experiences and insights, and thus the Company judges that he will be able to perform his duties appropriately as Director who is an Audit & Supervisory Committee Member.		

Candidate No.	Name (Date of birth)	Career summary and position in the Company (Significant concurrent positions outside the Company)		Number of the Company's shares owned
2	Tetsuro Yoshioka (July 14, 1942)	Apr. 1967	Joined Shizuoka Prefectural Government	3,400
		Apr. 1997	General Manager of Environment Department, Shizuoka Prefectural Government	
		Apr. 2000	General Manager of Planning Department, Shizuoka Prefectural Government	
		Apr. 2001	Director, Shizuoka Prefectural Government (in charge of Shizuoka International Garden and Horticulture Exhibition)	
		June 2001	Deputy Chairman, Shizuoka International Garden and Horticulture Exhibition Association	
		Apr. 2005	Chairman, Shizuoka Area Maintenance Center (currently Fujino Kunizukuri Support Center Association) Chairman, Shizuokaken Jutaku Kyokyu Kousha Chairman, Shizuoka Land Development Public Corporation Chairman, Shizuoka Road Public Corporation	
		Feb. 2006	President and Representative Director, Mt. Fuji Shizuoka Airport Co., Ltd.	
		Dec. 2014	Outside Audit & Supervisory Board Member, the Company (current position)	
	(Reasons for nomination and outline of expected roles) Tetsuro Yoshioka has been nominated as a candidate for Outside Director who is an Audit & Supervisory Committee Member because he held a number of key positions at Shizuoka Prefectural Government, has considerable experiences and track record as representative director of other companies and has extensive knowledge and insights, and thus the Company judges that he will be able to perform his duties appropriately as Outside Director who is an Audit & Supervisory Committee Member. If he is elected, the Company expects that he will utilize his experiences in government over a long time to provide appropriate supervision, advice, etc. for strengthening the decision-making, audit and supervisory functions of the Board of Directors.			

Candidate No.	Name (Date of birth)	Career summary and position in the Company (Significant concurrent positions outside the Company)	Number of the Company's shares owned
3	Hiroyuki Oshida (June 5, 1957)	Apr. 1981 Joined The Long-Term Credit Bank of Japan, Ltd. (currently Shinsei Bank, Limited) July 1998 Joined KPMG Global Solution K.K. July 1999 Director, KPMG Global Solution K.K. Feb. 2000 Joined KPMG Business Advisory LLC July 2000 Partner and Branch Manager of Tokyo Branch, KPMG Business Advisory LLC Aug. 2003 Representative Director and Partner, KPMG FAS Co., Ltd. Sept. 2006 Visiting Professor, KIT Toranomon Graduate School Mar. 2019 Representative, Musashino Research LLC (current position) July 2019 Outside Director, ARUHI Corporation (current position) Outside Director, GIGA PRIZE CO., LTD. (current position) Nov. 2019 Outside Director, SFM Co., Ltd. (current position) Dec. 2019 Outside Audit & Supervisory Board Member, the Company (current position) (Significant concurrent positions outside the Company) Representative, Musashino Research LLC Outside Director, ARUHI Corporation Outside Director, GIGA PRIZE CO., LTD. Outside Director, SFM Co., Ltd.	–
	(Reasons for nomination and outline of expected roles) Hiroyuki Oshida has been nominated as a candidate for Outside Director who is an Audit & Supervisory Committee Member because he has considerable experiences and insights as a consultant and thus the Company judges that he will be able to perform his duties appropriately as Outside Director who is an Audit & Supervisory Committee Member. If he is elected, the Company expects that he will utilize his considerable experiences and insights as a consultant to provide appropriate supervision, advice, etc. for strengthening the decision-making, audit and supervisory functions of the Board of Directors.		

Notes:
1. All candidates do not have any special interest with the Company.
2. The number of the Company's shares owned by each candidate does not include the number of shares owned through the officer stock ownership association of the Company.
3. Tetsuro Yoshioka and Hiroyuki Oshida are candidates for Outside Director.
4. Tetsuro Yoshioka and Hiroyuki Oshida currently serve as Outside Audit & Supervisory Board Members of the Company. As of the conclusion of the Meeting, the term of office as Audit & Supervisory Board Member of Tetsuro Yoshioka will have been seven years, and the term of office as Audit & Supervisory Board Member of Hiroyuki Oshida will have been two years.
5. Tetsuro Yoshioka and Hiroyuki Oshida satisfy the requirements for an independent officer as provided for by Tokyo Stock Exchange, Inc. and Nagoya Stock Exchange, Inc. on which the Company is listed, and the Company has submitted notification to the aforementioned exchanges concerning their appointment as independent officers. If the reelection of these candidates is approved, the Company plans for their designation as independent officers to continue. Within the past five years, there have been no incidences of irregularities in business execution at other companies at which any candidates were at that time serving, nor have there been any actions taken by such candidate to prevent recurrence of such issues or to resolve such issues.
6. The Company has entered into contracts with Masakatsu Sawada, Tetsuro Yoshioka and Hiroyuki Oshida to limit their liability for damages under Article 423, paragraph (1) of the Companies Act pursuant to the provisions of Article 427, paragraph (1) of the same Act. The maximum amount of liability for damages under these contracts is the minimum liability amount provided for under laws and regulations. If the election of the candidates is approved, the Company intends to enter into the same contracts with them.
7. The Company has entered into a directors and officers liability insurance policy as provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company. The insureds under the policy include the

Company's Directors and Audit & Supervisory Board Members, and the insurance premiums are not borne by the insureds.

Under the terms of this insurance policy, the insurance company covers damages that may arise from the insured's assumption of liability incurred in the course of the performance of their duties, or receipt of claims pertaining to the pursuit of such liability. In addition, the policy is renewed annually.

Furthermore, this insurance policy contains a coverage exclusion in cases where the Company itself pursues a claim for damages from an insured and, by setting a limit for the amount covered, measures have been put into place to ensure that the proper performance of duties of insureds is not impaired.

Proposal No. 5: Determination of Remuneration Amount for Directors (Excluding Directors Who Are Audit & Supervisory Committee Members)

Subject to the approval and adoption of Proposal No. 2 "Partial Amendments to the Articles of Incorporation" as originally proposed, the Company will transition to a company with audit & supervisory committee structure. The Company gained approval with respect to a remuneration amount for Directors of no more than ¥200,000 thousand annually (excluding, however, the portion of employee salary for Directors who concurrently serve as employees) at its 17th Ordinary General Meeting of Shareholders held on December 20, 2013. Accompanying its transition to a company with audit & supervisory committee structure, however, the Company seeks approval for a remuneration amount for Directors (excluding, however, Directors who are Audit & Supervisory Committee Members; applicable to the rest of this proposal) of no more than ¥200,000 thousand annually (of which, the portion for Outside Directors is to be no more than ¥20,000 thousand), upon having taken into account the prevailing economic situation and various other circumstances. The remuneration amount does not include the portion of employee salary for Directors who concurrently serve as employees.

Whereas page 24 provides an overview regarding the Company's policy for determining the details of remuneration amount for its individual Directors, the Company intends to make changes to such wording in line with its transition to a company with audit & supervisory committee structure upon conclusion of this Meeting. The Company's Board of Directors deems that the content of this proposal is appropriately aligned with said policy subsequent to its revision.

Whereas there are currently five Directors (of whom, three are Outside Directors), the number of Directors will be five (of whom, three will be Outside Directors), subject to approval and adoption of Proposal No. 2 "Partial Amendments to the Articles of Incorporation" and Proposal No. 3 "Election of Five (5) Directors (Excluding Directors Who Are Audit & Supervisory Committee Members)" as originally proposed.

The content of this proposal shall take effect subject to condition that the amendments to the Articles of Incorporation of Proposal No. 2 "Partial Amendments to the Articles of Incorporation" come into effect.

Proposal No. 6: Determination of Remuneration Amount for Directors Who Are Audit & Supervisory Committee Members

The Company shall transition to a company with audit & supervisory committee structure, subject to approval and adoption of Proposal No. 2 "Partial Amendments to the Articles of Incorporation" as originally proposed. Accordingly, the Company seeks approval for a remuneration amount for Directors who are Audit & Supervisory Committee Members of no more than ¥40,000 thousand annually, upon having taken into account the prevailing economic situation and various other circumstances. The Company deems that the remuneration amount associated with this proposal is appropriate in light of the responsibilities assumed by Directors who are Audit & Supervisory Committee Members.

The number of Directors who are Audit & Supervisory Committee Members will be three, subject to approval and adoption of Proposal No. 2 "Partial Amendments to the Articles of Incorporation" and Proposal No. 4 "Election of Three (3) Directors Who Are Audit & Supervisory Committee Members" as originally proposed.

The content of this proposal shall take effect subject to condition that the amendments to the Articles of Incorporation of Proposal No. 2 "Partial Amendments to the Articles of Incorporation" come into effect.

(Attachment)

Policy for determining the details of remuneration, etc., for officers

At the Board of Directors meeting held on February 15, 2021, the Company resolved to adopt a policy for determining the details of remuneration, etc. for individual Directors.

The details of the policy for determining the details of remuneration, etc. for individual Directors are as follows.

(a) Basic policy for Director remuneration

i Director remuneration is in principle composed of a fixed remuneration and an employee-portion salary, and when deemed appropriate, stock options are also granted.

ii The Director remuneration is revised each year, with consideration given to the Company's business performance, and the individual Director's level of contribution and expected role.

iii When setting the level of Director remuneration, the Company considers a level that raises the incentive to increase corporate value and secures excellent talent, while also referring to the levels of other companies.

iv If a situation arises that calls for Director remuneration to be adjusted midway through the fiscal year, the Board of Directors will make such determination in light of the situation.

(b) Policy for determining the amount of basic remuneration (monetary remuneration) for each Director (including the policy for decisions on the timing and conditions for paying remuneration)

The basic remuneration for executive Directors of the Company is a monthly fixed remuneration that is composed of a supervisory remuneration regarding duties as a Director and an executive remuneration for execution of business, and it is determined comprehensively based on positions, responsibilities, and years of service while considering the levels of other companies, the business performance of the Company, and salary levels for employees. The basic remuneration for Outside Directors of the Company is a monthly fixed remuneration that is composed of a supervisory remuneration regarding duties as a Director, and it is determined comprehensively while considering the levels of other companies, the business performance of the Company, and salary levels for employees.

(c) Policy for determining the details of non-monetary remuneration, etc. and the method for calculating the amount or number thereof (including the policy for decisions on the timing and conditions for paying remuneration)

Non-monetary remuneration, etc. shall be an incentive plan that makes use of a market price stock acquisition rights trust, and it shall function by distributing stock acquisition rights in line with delivery guidelines for the stock acquisition rights established beforehand to the Group's executives, etc. at an amount commensurate to the level of contribution to the Company. Any transfer of the stock acquisition rights shall be subject to the approval of the Board of Directors of the Company.

(d) Matters regarding determination of the content of individual remuneration, etc. for Directors

The decision for the specific details of the amount of individual remuneration shall be delegated to the Representative Director based on the resolution of the Board of Directors and the scope of this delegated authority shall be to decide the amount of basic remuneration for each Director.